

# **CUMBERLAND SCHOOL COMMITTEE**

**JANUARY 27, 2005**

## **MINUTES**

**A special meeting of the Cumberland School Committee held on Thursday, January 27, 2005, at the B.F. Norton School, 364 Broad Street, was called to order by Chairman Paul Neves at 7:44 PM, with the following present:**

**Paul Neves, Chair, Donald J. Costa, Vice Chair, Arthur DaCosta, Clerk,**

**Rosa Crowley, Linda Teel, Robert C. Thibodeau, Earl T. Wood**

**Also Present: Joseph M. Nasif, Jr., Superintendent, Donna A. Morelle, Assistant Superintendent, Joseph A. Rotella, Esq., Director Legal Services/Employee Relations**

**I. Pledge of Allegiance - The Pledge of Allegiance was led by committee members.**

**II. Approval of Agenda - On a motion by Mr. Costa, and a second by Mr. Wood, it was VOTED 6-0 TO APPROVE the agenda, with Mr. DaCosta not having arrived.**

**III. Chairperson's Report - The Chair made the following assignments for subcommittees:**

**A. Curriculum - Investigate expansion of CPR course at the High School and running a school testing workshop.**

**B. Finance - Financial savings endeavor for recycling in the schools.**

**C. Rules & Regulations - Investigate cut off dates for home school requests and review eligibility for extra curricular activities.**

**D. Special Programs - Alternative funding sources.**

**IV. Comments from the Public - None.**

## **V. Reports of Standing Committees**

**A. Property - Mr. Wood reported the building committee has been formed for renovations to the elementary schools. RFPs have been prepared for windows and doors and the North Cumberland Middle School boiler.**

### **B. Personnel**

**1. Superintendent Search - Mr. Thibodeau reported the following:**

**a. Advertising - Mr. Thibodeau stated the budget will be \$10,000. Mr. Rotella reported the advertisement will list requirements of five years experience, administrative certificate, preferably a Doctorate, and the salary will be commensurate with experience. The start date would be June 1. The ad will start on February 6th and will include the usual discrimination disclaimer.**

**Cumberland School Committee**

**January 27, 2005/Minutes -2-**

On a motion by Mr. Thibodeau, and a second by Mr. Costa, it was VOTED 6-0 TO APPROVE allocating up to \$10,000 for the advertisement as presented, with Mr. DaCosta not having arrived. The Superintendent explained the advertisement will be in Education Weekly for the best exposure at a limited cost. Mr. Costa recommended contacting Mr. Duffy at RIASC for possible posting on their website.

Mr. DaCosta's arrival is noted at 7:48 PM.

b. Time Line - Mr. Thibodeau presented the following time line:

1/13 - Superintendent announced his retirement

1/27 - Personnel meeting

2/06 - Advertisement begins and will run to 3/6

2/18 - Deadline for letters from candidates to be on subcommittee

2/28 - Applications close

3/08 - Personnel Subcommittee will begin receiving applications

3/28 - Screening complete

3/31 - Meeting and report to full committee

4/01 - 4/19 - School Committee Interviews

4/20 - Top three finalist will participate in a forum at the High School,

sponsored by the Valley Breeze and moderated by Tom

Ward

5/13 - Tentative appointment

**6/01 - Start date for new Superintendent**

**6/30 - Last day for current Superintendent**

**On a motion by Mr. Thibodeau, and a second by Mr. Costa, it was UNANIMOUSLY VOTED TO APPROVE the time line.**

**c. Screening Committee - Mr. Thibodeau reported the screening committee will consist of the three School Committee members of the Personnel committee, one member from the CTA named by the CTA President, one member of ICSE, three parents (one from elementary and middle school levels and one High School), one administrator named by the Superintendent, one member from the business community, one student named by the High School Principal, one Town Council member, one from the Mayor's office named by the Mayor. On a motion by Mr. Thibodeau, and a second by Ms. Crowley, it was UNANIMOUSLY VOTED TO APPROVE the 13 member screening committee.**

**Mr. Rotella noted a list of all meetings will be placed in the newspaper to adhere to the open meetings law, in the event additional school committee members attend those meetings and each meeting will be posted.**

**Cumberland School Committee**

**January 27, 2005/Minutes -3-**

**Mrs. Lambert expressed concern for there only being one teacher on the screening committee. Mr. Thibodeau reported the current job**

**description will be reviewed next Thursday at 5:30 PM.**

**2. Substitute Salary - Mr. Thibodeau reported there was a 3-0 vote in the subcommittee meeting to increase the salary from \$65 to \$75 for the first 30 days and from \$80 to \$90 for over 30 days. On a point of order, Mr. Woods noted the vote in subcommittee was 2-0 as he was absent. Mr. Thibodeau made a motion to approve the increase. Ms. Teel provided a second. Mr. Wood felt this should go to the finance subcommittee. Mr. Costa noted it was on their agenda but had been tabled. On a motion by Mr. Thibodeau it was UNANIMOUSLY VOTED TO APPROVE tabling.**

**The Chair announced a recess for School Committee member photos for the yearbook at 8:09 PM. Mr. Thibodeau's departure is noted at 8:10 PM. Open Session reconvened at 8:11 PM.**

## **B. Finance**

**1. Payment of Bills - On a motion by Mr. Costa, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the payment of bills in the amount of \$1,386,485.50, with Mr. Thibodeau absent.**

### **2. Award of Bids**

**a. On a motion by Mr. Costa, and a second by Mr. Wood, it was VOTED 6-0 TO APPROVE the bids for furniture, by Verco Manufacturing, in the amount of \$7,580.15; Robert H. Lord, in the amount of \$51,789.74; Equipment Environmentals in the amount of \$5,894.30**

**b. On a motion by Mr. Costa, and a second by Mr. Wood, it was**

**VOTED 6-0 TO APPROVE the removal and disposal and replacement of the auto lift at the High School to Tool & Equipment Company of North Attleboro, not to exceed \$5,800, with approval of the town building official, with Mr. Thibodeau absent.**

**3. School Max - On a motion by Mr. Costa, and a second by Ms. Crowley, it was VOTED 6-0 TO APPROVE proceeding with the School Max student management system through RI Net as presented by Mr. Barrett at the last meeting, not to exceed \$118,8000 start up cost, with Mr. Thibodeau absent. This will consist of \$67,500 grant money and \$51,300 Article 31 money that is in the budget. Mr. Barrett noted he felt the computers used by office staff are adequate. Mr. Rotella has reviewed the contract.**

**VI. Retirement Recognition - The Superintendent noted the system is losing a lot of talent with retirements and asked to recognize those who were able to attend this evening. Mr. Neves presented the following with certificates of appreciation: Christine Cavallo, Tom Carlson, Kathy Geddes-Darby, Marilyn Murray, Bob Rowan, Pam Young.**

**Cumberland School Committee**

**January 27, 2005/Minutes -4-**

**The Superintendent also introduced the new Assistant Principal at North Cumberland Middle School, Tim Walsh.**

## **VII. Old Business**

**A. Building Committee Update - The Superintendent reported the auditorium chairs have been installed and look beautiful. The last Building Committee meeting was canceled due to the snow storm.**

**B. Search Committee Update -The Superintendent reported two names have been forwarded for the Truant Officer position and he hopes to have a recommendation in February. Mr. Rotella has recommended going out to advertise again for the principal position at Community.**

**C. 2005-2006 Calendar - The Superintendent noted that he spoke to Woonsocket Voc Tech regarding the last day of school before Christmas break and was informed that two schools have set the last day as December 22nd and two as December 23rd. Students not reporting the 23rd will not be marked as absent if their home school is off. On a motion by Mr. DaCosta, and a second by Ms. Crowley, it was VOTED 6-0 TO APPROVE the calendar, with Mr. Thibodeau absent.**

## **VIII. New Business**

**A. Featured School: Cumberland Hill, SALT Visit Report - This item postponed due to illness of the presenters.**

## **IX. Superintendent's Recommendations**

**A. Personnel Recommendations - The Superintendent made the following presentations:**

**1. On a motion by Mr. Wood, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the retirement of Thomas Carlson, Health Teacher at North Cumberland Middle School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**2. On a motion by Mr. Wood, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the retirement of Hope Condon, Grade 3 Teacher at Cumberland Hill School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**3. On a motion by Mr. Costa, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the retirement of Carol Delisle, Physical Education Teacher at North Cumberland Middle School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**4. On a motion by Mr. Wood, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the retirement of Kathleen Geddes-Darby, Grade 1 Teacher at Community School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**Cumberland School Committee**

**January 27, 2005/Minutes -5-**

**5. On a motion by Ms. Crowley and Mr. Costa, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the retirement of Francis Iannetta, Science Teacher at Cumberland High School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**



**6. On a motion by Ms. Crowley, and a second by Mr. Wood, it was VOTED 6-0 TO APPROVE the retirement of Elizabeth Lombardi, Grade 5 ESL Teacher at B.F. Norton School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**7. On a motion by Ms. Crowley, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the retirement of James McQuade, Tech Prep Teacher at Cumberland High School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**8. On a motion by Mr. DaCosta, and a second by Mr. Wood, it was VOTED 6-0 TO APPROVE the retirement of Barbara Marshall, Kindergarten Teacher, at Community School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**9. On a motion by Ms. Crowley, and a second by Ms. Teel, it was VOTED 6-0 TO APPROVE the retirement of Bruce Marshall, Guidance Counselor at B.F. Norton School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**10. On a motion by Ms. Crowley, and a second by Mr. DaCosta, it was VOTED 4-2 TO APPROVE the retirement of Marilyn Murray, Guidance Counselor at North Cumberland Middle School, effective the end of the 2004-2005 School year, with Mr. Costa and Mr. Neves voting against, and Mr. Thibodeau absent.**

**11. On a motion by Mr. Wood, and a second by Ms. Teel, it was VOTED 6-0 TO APPROVE the retirement of Robert Rowan, Industrial Arts Teacher at North Cumberland Middle School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**12. On a motion by Mr. Wood, and a second by Mr. DaCosta and Mr.**

**Costa, it was VOTED 6-0 TO APPROVE the retirement of Roger Roy, Guidance Counselor at Cumberland High School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**13. On a motion by Ms. Crowley, and a second by Mr. Costa and Mr. DaCosta, it was VOTED 6-0 TO APPROVE the retirement of Pamela Young, Grade 4 Teacher at Community School, effective the end of the 2004-2005 School year, with Mr. Thibodeau absent.**

**B. General Comments - None.**

**Cumberland School Committee**

**January 27, 2005/Minutes -6-**

**X. Comments from the Public - Ms. Murray thanked the School Committee for acknowledging the teachers and asked that because of the number of teachers, one from each level be added to the Superintendent's search committee.**

**XI. School Committee Comments (School Liaison Reports) - Mr. Wood reported there will be a dance at North Cumberland Middle School and movie night at Cumberland Hill. Mrs. Teel reported meeting Mrs. Gibney and thanked Ms. Moore for her work.**

**Mr. Neves reported he and the Superintendent met with the Mayor on**

financial issues and he noted the Mayor would like to look at general purpose rooms at the elementary schools. The Superintendent reported his appointment to the new elementary building committee was Greg Zenion, not only as a principal but because of his prior experience in construction.

## **XII. Vote to go into Executive Session for Discussion and/or Action Items Referred to in GLRI 42-46-5**

### **A. Personnel Matters - Exception (1)**

#### **1. CTA/ICSE**

### **B. Negotiations/Litigation - Exception (2)**

#### **1. CTA/ICSE**

#### **2. Central Administrators' Contracts**

#### **3. Non-Contractual Salaries**

Mr. Costa made a motion to adjourn to Executive Session. Ms. Crowley provided a second. On a roll call vote, it was VOTED 5-2 TO APPROVE the motion, with the following voting AYE: Ms. Teel, Mr. DaCosta, Ms. Crowley, Mr. Costa, Mr. Neves; NAY: Mr. Wood, Absent: Mr. Thibodeau.

Open Session was reconvened at 10:07 PM. On a motion by Mr. DaCosta, and a second by Ms. Crowley, it was VOTED 5-0 TO APPROVE sealing the Executive Session minutes, with Mr. Thibodeau and Mr. Wood departed.

## **XIII. Adjournment - On a motion by Mr. Costa, and a second by Mr.**

**DaCosta, it was VOTED 5-0 TO APPROVE adjourning at 10:08 PM,  
with Mr. Thibodeau and Mr. Wood departed.**

**Respectfully submitted,**

**Shirley Harris**

**Recording Secretary**